

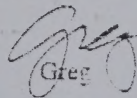
FAXED
2/25/98
SL

To: Rocky Scott
From: Greg Walta - Citizens Project
Re: City Anti-Discrimination Policy

Rocky, I was asked by Amy Divine to summarize Citizen Project's position on the City's Anti-Discrimination Policy. In short, we oppose any change in the policy for the following reasons:

1. We spent five divisive years on this issue and that is long enough for any city. The Amendment Two fight divided the town, distracted us from important issues, and damaged our reputation nationwide.
2. During those five years Colorado For Family Values set the agenda for this community, to the exclusion of the issues that mattered to most citizens. Any revisitation of the Anti-Discrimination Policy will reopen old wounds and encourage CFV to occupy center stage in this community again. This is not in the best interests of Colorado Springs.
3. While not explicit on the point, the city policy clearly applies to gays. This was affirmed by City Attorney James Colvin in newspaper reports at the time. It is a moderate position, which does not grant statutory rights to monetary damages or anything that could be remotely called "special rights." It simply protects gays from harassment and discrimination in the workplace, something CFV always said it did not oppose.
4. If the word "sexual" is removed from the policy under pressure from CFV, the policy will clearly exclude gays and permit harassment and discrimination against gays in the city workplace. This is a step backward and will reignite the cultural wars in this town. Only CFV benefits from that.
5. Nationally, we have been getting good publicity again. We hope to build momentum, not reverse it.

We at Citizens Project urge you to rally the business community in Colorado Springs to maintain the status quo. Things are going well for this town. Old wounds are healing and once-hostile factions are talking again. Let's not go back to the "bad old days" again.


Greg

P.S. Attached is the policy, with a handwritten note regarding the proposed change. I have also enclosed some old and recent news articles.

RESOLUTION NO. _____

**A RESOLUTION CONDEMNING RACISM AND
DISCRIMINATION IN COLORADO SPRINGS**

WHEREAS the City of Colorado Springs is strongly opposed to acts of racism and discrimination in Colorado Springs; and

WHEREAS the City Council values all its citizens of and visitors to Colorado Springs, promotes tolerance and respect within the community, and

WHEREAS the City Council recognizes the threat that acts fostered for the purpose of generating hate for others poses to economic and community development; and

WHEREAS the absence of a formal policy of Employment Non-Discrimination for City employees establishes a barrier for potential funding sources for endeavors, and erodes the competitive advantage the City may have in recruiting a talented workforce; and

Amended

WHEREAS the City Council passed Resolution No. 78-97, A Resolution Reaffirming and Reinforcing the City of Colorado Springs Stance of Absolute Zero Tolerance for Discrimination Against City Employees and Citizens; and

WHEREAS the State of Colorado 4 Colo. Code Regs. § 801, R-9-3 (2002) prohibits discrimination in employment practices for public employees; and

WHEREAS the City Council, as the elected leadership of this great City, realizes its commitment and responsibility to oppose acts and practices of discrimination and provide leadership in speech and in policy to combat such acts and practices.

NOW THERE BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF COLORADO SPRINGS:

1. That the City Council of the City of Colorado Springs hereby affirms its strong opposition to any acts of racism and discrimination in Colorado Springs.
2. That the City Council herein issues a policy statement of Employment Non-Discrimination for City Employees prohibiting discrimination against any employee or employment candidate because of race, color, national origin or ancestry, gender, age, religious conviction, sexual orientation or disability.

DATED at Colorado Springs, Colorado, this _____ day of August, 2003.

Mayor

ATTEST:

City Clerk

